

Gender Pay

At Optum Health Solutions (UK) Ltd. (“Optum”) our mission is to help people live healthier lives and to help make the health system work better for everyone. Optum is committed to maintaining a high performing, diverse and inclusive workforce, of which compensation is an important element. Fair and equitable compensation practices — including providing equal pay for equal work — within a pay-for-performance framework are core to our culture and key to achieving our mission.

Optum is a leading information and technology-enabled health services business. Optum has been involved in the UK healthcare arena since 2002, helping clinicians deliver high quality, cost effective healthcare and improve the lives and wellbeing of patients.

Under the UK government’s new regulations, all employers in the UK with more than 250 employees need to publish calculations every year showing their organisation’s pay for men and women. Below are our findings and we confirm that the data reported is accurate.



Erin L. McSweeney

Erin McSweeney
Executive Vice President,
Chief Human Resource
Officer

What are we reporting?

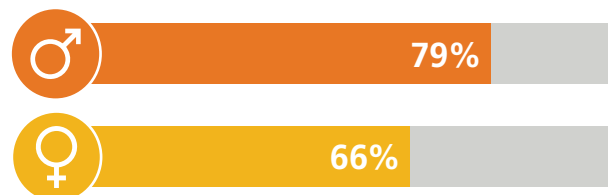
This report shows men’s and women’s average hourly pay as well as bonus compensation across our organisation, expressed as percentages and reported as both mean (average) and median (mid-point) figures. It is important to note the hourly pay and bonus compensation figures do not measure whether men and women receive comparable pay for comparable work.

Our results

The tables below show gender pay comparisons and bonus pay comparisons for Optum in the UK calculated in accordance with the regulations. Optum pays women and men comparably for comparable work.

Pay and Bonus Gap		
	Mean	Median
Hourly pay	24.0%	37.8%
Bonus	24.7%	53.2%

Proportion of Employees Receiving a Bonus



Our data is driven by two key factors. One, we have more men in senior higher paid roles; and two, the number of part-time opportunities across our business, which we offer as part of our flexible working culture, are mainly filled by women.

What do these results mean?

Our results are driven by our workforce profile, summarised by the quartile breakdown below.

This analysis ranks men and women from the lowest to highest earners, based on hourly rates. The population is then divided into four even groups to show the proportions of men and women in each of these groups.

As part of this review, we assessed performance rating distribution, merit increase distribution and bonus payouts and determined that we are consistent in applying these pay principles across our male and female employee population in similar salary grades.

This review also confirmed that men and women in the same pay quartiles are paid consistently.

Optum Health Solutions (UK) Ltd, Quartiles

	Men	Women
Band A (<i>lowest 25% of earners</i>)	33%	67%
Band B (<i>26% - 50%</i>)	34%	66%
Band C (<i>51% -75%</i>)	63%	37%
Band D (<i>highest 75% of earners</i>)	62%	38%

Optum's approach to inclusivity and diversity

At Optum, inclusivity and diversity are integral elements of our recruitment, development and engagement programmes.

We believe creating an open and inclusive culture allows everyone to achieve their full potential.

We are not satisfied with the number of women in senior roles, so we are focused on attracting, building and promoting diverse candidate slates for all positions.

We conduct quarterly reviews to achieve gender parity in our talent processes. We also ensure our policies and practices are fair and unbiased.